

## Message Text

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ACTION IO-13

INFO OCT-01 NEA-10 ISO-00 CIAE-00 COME-00 EB-08 INR-07  
LAB-04 NSAE-00 SIL-01 AID-05 /049 W  
-----120842Z 020725 /11  
R 120727Z FEB 77  
FM USINT BAGHDAD  
TO SECSTATE WASHDC 4156

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E.O. 11652: N/A  
TAGS: ELAB, ILO, IZ  
SUBJECT: IRAQ: INFORMATION ON ILO ACTIVITIES

REF: (A) STATE 003255(B) 018007

1. SUMMARY: UNDP OFFICIALS RATE ALL THREE ILO PROJECTS IN IRAQ AS "CLEARLY SUCCESSFUL" EVEN THOUGH EACH HAD DELAYS IN IMPLEMENTATION. IN UNDP'S OPINION PRINCIPAL REASONS FOR EFFECTIVENESS OF PRJECTS WAS GOI INTEREST IN AND SUPPORT OF THEM; MAJOR PROBLEM WAS TIMELY SELECTION OF EXPERS. END SUMMARY.

2. UNDP OFFICIALS CONFIRMED THE THREE ILO ACTIVITIES LISTED IN REF B AND PROVIDED THE FOLLOWING DETAILS WHICH ARE REPORTED IN FORMAT SUGGESTED IN REF. A.

3. MANAGEMENT TRAINING PROJECT, 1970-1976. ILO PARTICIPATION: US DOLLARS 997,223. ESTIMATE IRAQI CONTRIBUTION IN KIND: ID. 2 MILLION (US DOLLARS 7 MILLION).  
A) OBJECTIVES. PRINCIPAL OBJECTIVE WAS TO PROVIDE MANAGEMENT AND COMPUTER EXPERTISE TO IRAQI GOVERNMENT. IN VIEW OF THE NEED FOR SUCH EXPERTISE TO MANAGE IRAQ'S DEVELOPING CENTRALIZED ECONOMY, BOTH UNDP AND WE JUDGE PROJECT TO HAVE BEEN APPROPRIATE IN TERMS  
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OF IRAQ'S OWN DEVELOPMENT PLANS AND THE UNDP'S PROGRAM. PRODUCTS OF PROJECT WERE (1) NATIONAL CENTER FOR CONSULTANCY AND MANAGEMENT, WHICH TRAINS IRAQI SUPERVISORS, AND (2) NATIONAL COMPUTER CENTER, WHICH TRAINS COMPUTER PROGRAMMERS AND SYSTEM ANALYSTS AND PROVIDES ADVICE TO GOI ON ALL MATTERS CONCERNING COMPUTERS. GIVEN SHORTAGE IN IRAQ OF PERSONS WITH MANAGERIAL OR

COMPUTER EXPERTISE, UNDP REPRESENTATIVE SAID GRADUATES HAVE BEEN PLACED WITHOUT DIFFICULTY.

B) TRIPARTITISM. MECHANISM HAS WORKED REASONABLY WELL. EMPLOYER-WORKER ORGANIZATIONS HAVE NOT BEEN INVOLVED IN THE DESIGN AND IMPLEMENTATION OF THIS PROJECT.

C) INSTITUTIONAL SUPPORT. UNDP OFFICIAL SAID IRAQI GOVERNMENT INSTITUTIONAL SUPPORT HAS BEEN GOOD AND INCLUDED THE CONSTRUCTION OF TWO NEW BUILDINGS. PERSONNEL ASSIGNED WERE GENERALLY OF HIGH QUALITY, FREQUENTLY HAVING RECEIVED ADVANCED DEGREES FROM EUROPEAN OR AMERICAN UNIVERSITIES. PRINCIPAL PROBLEM WAS IN RECRUITING QUALIFIED EXPERTS TO COME TO BAGHDAD GIVEN CURRENT ILO AND IRAQI PROCEDURES. PROCESSING FREQUENTLY TOOK SEVERAL MONTHS, BY WHICH TIME EXPERT WAS SOMETIMES NO LONGER AVAILABLE.

D) SUCCESS OF IMPLEMENTATION: CLEARLY SUCCESSFUL. ALTHOUGH PROJECT TOOK TWO MORE YEARS THAN ORIGINALLY PLANNED, IT PRODUCED BOTH THE NATIONAL CENTER FOR CONSULTANCY MANAGEMENT AND THE NATIONAL COMPUTER CENTER.

(COMMENT. THE TWO YEARS DELAY IS QUITE REASONABLE IN TERMS OF IRAQI DEVELOPMENT PROJECTS). UNDP OFFICIAL SAID THAT FORMAL FOLLOW-UP SUBSEQUENT TO COMPLETION OF PROJECT HAS BEEN WEAK, BUT HIS IMPRESSION (AS WELL AS OURS) IS THE PROJECT RESULTS HAVE AT LEAST MET ORIGINAL EXPECTATIONS.

IN OPINION OF UNDP REPRESENTATIVE, MOST IMPORTANT FACTORS CONTRIBUTING TO EFFECTIVENESS OF THE PROJECT WERE (A) THE IRAQI GOVERNMENT'S SUPPORT AND (B) THE SELECTION--ALBEIT FREQUENTLY DELAYED--OF APPROPRIATE EXPERTS AND CONSULTANTS.

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### 3. VOCATIONAL TRAINING PROJECT, 1972-1975. ILO

PARTICIPATION: US DOLLARS 658, 107. ESTIMATED IRAQI CONTRIBUTION: NO DOLLAR VALUE AVAILABLE BUT INCLUDED A BUILDING AND NEARLY ALL EQUIPMENT.

A) OBJECTIVES. PRINCIPAL OBJECTIVE WAS TO ESTABLISH VOCATIONAL CENTER TO TRAIN AUTOMOBILE MECHANICS, WELDERS, REFRIGERATION SPECIALISTS AND SIMILAR SKILLED LABOR. GIVEN SHORTAGES OF PERSONS TRAINED IN THESE OCCUPATIONS, WE JUDGED PROJECT AS APPROPRIATE BOTH IN TERMS OF IRAQ'S DEVELOPMENT PLANS AND THE UNDP'S PROGRAM. MAJOR PRODUCT OF PROJECT WAS NATIONAL VOCATIONAL TRAINING CENTER WHICH OFFERS SEVERAL 12 WEEK COURSES WHICH INITIALLY ENROLLED 200 STUDENTS AT CENTER'S INCEPTION IN 1972 BUT WHICH NOW INCLUDE 2 OR 3 TIMES THAT NUMBER.

B) TRIPARTITISM. REPRESENTATIVES OF THE IRAQI FEDERATION OF UNIONS AND THE WORKERS ESTABLISHMENT PARTICIPATED IN THE PERIODIC TRIPARTITE REVIEWS OF THE

PROJECT.

(COMMENT. BOTH ORGANIZATIONS ARE HEADED BY THE SAME PERSON:  
THE FORMER REPRESENTS IRAQI LABOR UNIONS WHEREAS THE  
LATTER IS A SEMI-AUTONOMOUS AGENCY, ATTACHED TO THE MINISTRY  
OF LABOR AND SOCIAL WELFARE, WHICH IS CHARGED WITH  
LOOKING AFTER THE INTERESTS AND WELFARE OF ALL LABORERS  
WHETHER OR NOT THEY BELONG TO A TRADE UNIONZ).)

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C) INSTITUTIONAL SUPPORT. UNDP OFFICIALS RATE GOI  
SUPPORT OF THE PROJECT AS GENERALLY HAVING BEEN  
ADEQUATE, ALTHOUGH SOME PERSONS ASSIGNED FOR TRAINING  
AS VOCATIONAL INSTRUCTORS LACKED APPROPRIATE LANGUAGE  
AND EDUCATIONAL QUALIFICATIONS.

D) SUCCESS OF IMPLEMENTATION: CLEARLY SUCCESSFUL.  
NATIONAL VOCATIONAL TRAINING CENTER HAS SPUN OFF SIX  
REGIONAL CENTERS OUTSIDE OF BAGHDAD AND THE IRAQI  
GOVERNMENT IS CONSIDERING THE ESTABLISHMENT OF A  
DOZEN MORE. PROJECT HAS SOME DELAYS IN BEGINNING  
BECAUSE OF GOI AUSTERITY PROGRAM IN 1973. THERE IS NO  
FORMAL FOLLOW-UP PROGRAM TO CHECK ON QUALITY OF NATIONAL  
TRAINING CENTER'S PRODUCTS.

4. EMPLOYMENT SERVICES PROJECT, 1971-1975. ILO PARTICIPATION  
(ESTIMATE: US DOLLARS 100,000. ESTIMATED VALUE OF  
IRAQI CONTRIBUTION IN KIND: US DOLLARS 100,000. PROJECT  
CONSISTED OF ONE EXPERT RESIDENT FOR A TOTAL OF ONE YEAR.  
A) OBJECTIVES: PRINCIPAL OBJECTIVES WERE 1) TO ASSIST  
GOI TO ESTABLISH EMPLOYMENT BUREAUS AND 2) TO GATHER  
EMPLOYMENT STATISTICS ON WHICH TO JUDGE REQUIREMENT FOR  
TYPES OF VOCATIONAL TRAINING. BOTH WERE APPROPRIATE  
IN TERMS OF IRAQI DEVELOPMENT PLANS AND THE UNDP PROGRAM.

B) TRIPARTITISM: NEITHER IRAQI FEDERATION OF UNIONS  
NOR WORKERS ESTABLISHMENT PARTICIPATED IN PROJECT.  
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C) INSTITUTIONAL SUPPORT, NO SERIOUS PROBLEMS.  
D) SUCCESSFUL IMPLEMENTATION: CLEARLY  
SUCCESSFUL. CAUSE OF DELAY WAS DEATH OF FIRST EXPERT  
SENT TO IRAQ IN 1972. A REPLACEMENT COULD NOT BE  
RECRUITED UNTIL 1975. NONETHELESS, UNDP OFFICIAL BELIEVES  
EFFORT "CLEARLY SUCCESSFUL" BECUASE PROJECT LAID BASIS FOR  
COLLECTION OF EMPLOYMENT STATISTICS AND LED TO  
PUBLICATION OF PERIODIC BULLETIN GIVING EMPLOYMENT  
OPPORTUNITIES.

5. OTHER QUESTIONS: PROGRAM IN IRAQ DID NOT UTILIZE  
ADVISORS ON (A) WORK CONDITIONS AND  
ANVIRONMENT, (B) EMPLOYER ORGANIZATIONS DEVELOPMENT, AND  
(C) WORKERS EDUCATION. ONLY PROJECT CONCERNING RURALY LABOR  
DEVELOPMENT CONSISTED OF COTTAGE INDUSTRY SURVERY  
PREDATING 1975-77 REPORTING PERIOD.  
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## Message Attributes

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